

RESOLUTION NO.

A RESOLUTION OF THE COUNCIL OF THE CITY OF SANTA BARBARA AUTHORIZING THE CONTINUANCE OF EMPLOYEE SALARY AND BENEFITS DURING A MILITARY LEAVE OF ABSENCE EFFECTIVE MAY 18, 2015.

WHEREAS, the City of Santa Barbara complies with federal and state military leave law codes for employees serving in the military reserve or National Guard;

WHEREAS, employees who are called for long-term military duty may experience financial hardship if their salary and benefits are interrupted; and

WHEREAS, the City of Santa Barbara has provided salary differentials and benefit continuation for employees called to active military duty since 2001.

NOW, THEREFORE, THE COUNCIL OF THE CITY OF SANTA BARBARA DOES HEREBY RESOLVE THAT the City is authorized to continue employee salary differentials and benefits during a military leave of absence for active duty effective May 18, 2015, as follows:

Section 1: Salary – When an employee is called to active duty, the City will pay the employee the difference between their City salary (excluding overtime) and their military salary, including housing and subsistence pay, such that the employee will continue to receive the equivalent of their City salary for the duration of their active duty. The City-paid salary supplement to military pay shall be paid.

Section 2: Benefits – The City will continue to pay the City contribution to health insurance (medical, dental, vision, psychological, and basic life insurance coverage), subject to evidence of insurability for an employee called to active duty.

Section 3: Retirement – Upon return of the City employee from active military duty, the City will pay any City-paid employer and/or employee contribution to the California Public Employees' Retirement System (PERS) for the employee's military leave of absence.